

Cafeteria Social Enterprise Healthy Food and Culinary Training Pilot

The culinary, food service, and hospitality industry cluster is the region's largest job generating sector. Yet in order to support high road career path jobs, workers, employers, and educational institutions must commit to training, upskilling, living wages, and social responsibility in the procurement, preparation, and service of food. Recently the Board of Supervisors has enacted several initiatives to promote a healthy local food economy as well as explore ways within this food industry to provide training and open true career pathways to those low-income Local Residents and Targeted Workers that experience significant barriers to employment. The County has a unique opportunity to use its property, commercial kitchen, and service needs to help support these training and culinary career-building efforts. Operating the Kenneth Hahn Hall of Administration Cafeteria has proven difficult for conventional food businesses that the County has contracted with in the past, and the facility has experienced difficulty consistently providing healthy, quality, and efficient service. A recent survey demonstrated the public's concern over the quality of food and slow service during peak periods. Similarly, there has been concern over the retention or upskilling of existing workers when a new operator is identified. The current Hall of Administration Cafeteria contract

- MORE -

MOTION

RIDLEY-THOMAS _____

KUEHL _____

KNABE _____

ANTONOVICH _____

SOLIS _____

REVISED MOTION BY CHAIR HILDA L. SOLIS AND SUPERVISOR DON KNABE
~~SEPTEMBER 20~~ NOVEMBER 1, 2016
PAGE 2

is operating on a month-to-month basis, and it is now time for a solution that addresses this opportunity and the Board's concerns.

For the past two years the County has been exploring innovative ideas to improve the food quality, patron experience, and efficiency of service at the Hall of Administration Cafeteria as well as Grand Park. A motion authored by Supervisors Mark Ridley-Thomas and Michael Antonovich required any new contract with a cafeteria operator incorporate these improvements as well as provide menus that promote good nutrition and freshness through an array of ethnic, dietary, and budgetary options. A motion authored by Chair Hilda L. Solis and Supervisor Sheila Kuehl asked how training programs, the systematic sourcing of Targeted Workers facing barriers to employment, and a Labor Peace Agreement (LPA) could be incorporated into requirements of that cafeteria operator. A motion authored by Supervisor Mark Ridley-Thomas and Chair Hilda L. Solis called upon the Department of Consumer and Business Affairs (DCBA) and the Department of Community and Senior Services (CSS) to develop a program to promote the use of Social Enterprises in County contracting.

DCBA's Utilization Plan adopted by the Board calls for CSS and DCBA to create a ~~set-aside~~ program that would contract only with certified Social Enterprises employing Targeted Workers with barriers to employment. ~~A well-known local Social Enterprise in the culinary and food industry, Homeboy Industries, recently submitted a proposal to our offices to partner with the County to provide a pilot demonstration teaching kitchen in the spirit of all these recent motions and Board actions that would leverage~~ This program provides an opportunity for the County to quickly procure a cafeteria operator committed to the Board's economic and workforce development values. By requesting the Social Enterprise community submit proposals, the County can contract to provide healthy concession services for County employees and the public and operate the Kenneth Hahn Hall of Administration Cafeteria and the Grand Park Lunch Pavilion with a pilot demonstration teaching kitchen, to provide healthy concession services for

REVISED MOTION BY CHAIR HILDA L. SOLIS AND SUPERVISOR DON KNABE
SEPTEMBER 20 NOVEMBER 1, 2016
PAGE 3

~~County employees and the public~~ the next level of workforce training for Targeted Workers, and a Labor Peace Agreement. ~~Homeboy Industries is a unique and integral part of the fabric of Los Angeles and has developed a sincere following while providing an invaluable service to train Targeted Workers to develop life skills that will help keep them from becoming homeless and basic food industry skills that allow them to work to support themselves and their families. Nonetheless, Homeboy has only recently begun developing more sophisticated training and~~ The County has many resources to make this pilot program a success. While many Social Enterprises offer basic skills to their workers, they may need bridge partners to continue hard skill development and forge job placement partnerships in high growth industries for those participants that are ready for the next level of training and career opportunity.

The Los Angeles Hospitality Training Academy (LAHTA) is a 501(c)(3) non-profit and labor management partnership/Taft-Hartley Fund, partnering with educational institutions and community based organizations, to provide formal bridge training, upskilling, and job placement among over 140 employers offering workers permanent employment and benefits in the hospitality and food service industry. LAHTA is a nationally recognized member of the White House's Upskill Initiative and is the current hospitality intermediary procured by CSS. ~~With a willing partner in LA County and CSS, Homeboy Industries and LAHTA~~ has already started to develop relationships in the Social Enterprise community and they are ready to join their efforts offer their expertise to pilot a program that would transform an underperforming Hall of Administration Cafeteria into a demonstration teaching kitchen providing diverse and high quality meals for patrons, advanced culinary skills for those completing ~~the regular Homeboy basic skills~~ training programs, a recruiting and demonstration site for local chefs and employers, and a pathway for graduates into career path jobs.

REVISED MOTION BY CHAIR HILDA L. SOLIS AND SUPERVISOR DON KNABE
~~SEPTEMBER 20~~ NOVEMBER 1, 2016
PAGE 4

WE, THEREFORE, MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct CSS, in partnership with DCBA and County Counsel, to prepare a solicitation for a master agreement for various services for the County from the certified Social Enterprise community engaged in hiring and training Targeted Workers as defined by the Board's recently adopted Local and Targeted Worker Hire Policy within 60 days. ~~Direct the CEO to enter into negotiations with Homeboy industries (Homeboy) to develop an Agreement for a five year pilot program to use the Kenneth Hahn Hall of Administration Cafeteria and the Grand Park Lunch Pavilion facilities to provide concessions and food service by hiring and training Targeted Workers as defined by the Board's recently adopted Local and Targeted Worker Hire Policy.~~
2. Once the solicitation has been completed, direct the CEO and CSS to craft an agreement or agreements using the master agreement list to: ~~The Agreement should incorporate the following:~~
 - a. Establish a new cafeteria operation ~~Homeboy Café~~ at the Hall of Administration as a new, healthy, high-quality food option consistent with the County's Wellness Program;
 - b. Provide grab and go options at key locations throughout Grand Park;
 - ~~c. Partner with the DCBA and CSS to access the resources and assistance currently being developed for Social Enterprises;~~
 - c. ~~d.~~ Require the operator ~~Homeboy Industries~~ have a Labor Peace Agreement in place with labor organizations representing or seeking to represent workers on the premises;
 - d. ~~e.~~ Require the operator to partner with ~~Direct CSS to develop a funded training program with Homeboy Industries and the Los Angeles Hospitality Training Academy (LAHTA) to provide culinary skills development to~~

REVISED MOTION BY CHAIR HILDA L. SOLIS AND SUPERVISOR DON KNABE
SEPTEMBER 20 NOVEMBER 1, 2016
PAGE 5

access career pathways to higher wage jobs in the hospitality industry;
and report back in 90 days with recommendations for how to scale this
model beyond the Hall of Administration cafeteria pilot;

- ~~e. f. Require the operator, when feasible, to partner with or source from
Develop a partnership model with other Social Enterprises operating in the
culinary, food service, and hospitality industry; and~~
- ~~f. Require the operator to seek to retain current employees of the existing
cafeteria, including offering additional training and job placement
opportunities for these workers.~~
- 3. Direct CSS to develop a funded customized training program with the LAHTA,
working in partnership with employers, to provide culinary skills development to
access career pathways to higher wage jobs in the hospitality industry;
Participants should be enrolled in America's Job Center of California.
- 4. Direct CEO and CSS to report back in 180 days with a status report and
recommendations for how to implement this program Countywide.
- ~~3. The Agreement should also include provisions to retain current employees of the
Cafeteria, including allowing additional training and job placement opportunities
for these workers, and a portion of the profit should be set aside in an account to
provide periodic facility refurbishment and improvement.~~

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